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Negotiating committee

Troy Mason, RN

Bobbie Turnipseed, RN

Sam Farrow, RN

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Barb Newton, RN

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Tentative Agreement Reached!

After many sessions across the table with the hospital team, your ONA Negotiations Team has reached a tentative agreement on which we strongly recommend a **YES vote!**

Please thank Troy Mason, Bobbie Turnipseed, Sam Farrow, Chris Knosp and Barb Newton for all of their hard work.

They volunteered many hours of personal time and worked very hard to make sure that this agreement is fair and strong in light of the hospital's current financial predicament.

Highlights of the agreement include:

- **Overall Market (Cost of Living) Adjustments, 0.5 percent retroactive to July 1, 2014, 1 percent July 1, 2015, and 2 percent July 1, 2016** (effective first full pay period after each of these dates)
- Wage equity adjustments for nurses who were being paid less than similarly experienced new hires (effective the first pay period after ratification)
- Increases to the Minimum, Midpoint and Maximum pay rates of 1 percent, effective the first full pay period after ratification and 1 percent on July 1, 2016.
- BSN differential of \$0.75 per hour
- Increase for Weekend Differential to \$1.25 per hour
- Memorandum of Agreement on Perioperative Services
- Maintained OB and Perioperative Services as closed units
- Nurses called back to hospital while on call will be guaranteed a minimum of two hours call back pay at time and one-half
- Bereavement leave may now be taken as three consecutive working days off with the starting date to be decided by the nurse (currently you

Nurses receiving equity adjustments will be notified by email no later than Dec. 23. If nurses believe that they deserve an equity increase but have not received notice, they will have until Jan. 7, 2015 to request a review.

Review requests should be made to the attention of Stefanie Thiel by email to thielst@trinity-health.org

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Highlights of the agreement *continued from page 1*

can use 24 hours and it begins with day of death).

It may also be extended in coordination with an Oregon Family Leave (unpaid) but still in a protected leave status.

Shift Rotation Changes:

The hospital agreed to pay the night shift differential to night shift nurses temporarily assigned to day shift.

No more than three nurses in any unit can be made to rotate shifts at one time

Clarified the low census logbook to reflect actual practice

Your Team Successfully Defeated These Hospital Proposals

- The Negotiations Team Successfully Defeated Hospital Proposals related to:
 - Not paying time and a half for low census call back
 - Requiring all nurses in the hospital to take mandatory call
 - Making OB and Perioperative Services open units for purposes of census and floating (i.e. OB nurses might have to float to Med/Surg)
- Proposal that nurses who don't complete their education requirements forfeit their annual merit increase, they instead agreed to limit this to nurses who don't complete their Healthstreams by the assigned due date
- Placing nurses on extra shift ahead of per diem nurses for low census rotation
- Initially made no proposals for any wage or differential increases, related to their financial condition

Your Team Recommends a **YES** Vote on This Agreement –

Stay tuned for Details on how we will conduct the vote.

Please Remember You must be a member in good standing to vote. Not a member? You can join today!

All Bargaining Team members will have membership packets and be able to sign you up!

Sam Claudio (Farrow)- CCU

Troy Mason- CCU

Chris Knosp- Med/Surg

Bobbie Turnipseed- CCU

Barb Newton- Periop